

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2011 – December 1, 2012

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Master Control Operator, March, 2012

Recruitment resources used included: Fargo Forum, TVJobs.com, North Dakota Broadcasters, Minnesota Broadcasters, NDSU, UND, MSUM, MSCTC, NDSCS, Brown College, Minnesota School of Business, Concordia College, Northland Community & Technical College. Two people were interviewed. 1 found it in Fargo Forum and 1 through word of mouth. Hiree came from word of mouth.

TV News Photographer, March, 2012

Recruitment resources used included: TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association. One person was interviewed. Heard about job by word of mouth. Hired from within, moved from part time to full time.

Weekend Sports Anchor/Weekday Sports Reporter-Photographer, April, 2012

Recruitment resources used included: Fargo Forum, Grand Forks Herald, Bismarck Tribune, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association. Four people were interviewed. All found the ad on TVJobs.com. Hiree came from TVJobs.com.

TV News Photographer, July, 2012

Recruitment resources used included: TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association. One person was interviewed. Heard about job by word of mouth. Hired from within, moved from part time to full time.

TV News Reporter, August, 2012

Recruitment resources used included: Fargo Forum, TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Minnesota Broadcasters Association. One person was interviewed. Heard of job by word of mouth. Hiree was word of mouth.

TV News Photographer, October, 2012

Recruitment resources used included: TVJobs.com, Job Service ND, MSCTC, NDSCS, Brown College, NDSU, UND, Minnesota School of Business, MSUM, Concordia College, Northland Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association. One person was interviewed. Heard about job by word of mouth. Hired from within, moved from part time to full time.

Commercial Production Assistant, November, 2012

Recruitment resources used included: Fargo Forum, Grand Forks Herald, TVJobs.com, Job Service ND, Minnesota State Community & Technical College, NDSCS, UND, Mn School of Business, MSUM, Concordia College, North Dakota Broadcasters, Minnesota Broadcasters, KVRR.com. Four people were interviewed. 2 applied from ad in The Forum, 1 by a MN work site, 1 from KVRR website. Hiree was KVRR website.

During the period of December 1, 2011-December 1, 2012 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2011-December 1, 2012

Fargo Forum/JobsHQ.com; 101 5 th St N; Fargo, ND 58102	3
KVRR website	1
MN work site	1
Word of Mouth	5
TV Jobs	4

December 1, 2011 – December 1, 2012

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in five internship programs during the past year with University of Maryland, Northwestern University, and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed two part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TVs News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TVs Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

Recruitment Resources

The Forum

Contact: Classified Data Entry Person – Laura Raschke
LRaschke@jobshq.com
101 5th Street North
Fargo, ND 58102
Phone: 701-241-5500
Fax: 701-541-5478

Grand Forks Herald

Contact: Classified Data Entry Person – Laura Raschke
LRaschke@jobshq.com
375 2nd Avenue North
Grand Forks, ND 58201
Phone: 800-477-6572

Bismarck Tribune

Contact: Angie angie@bismarcktribune.com
707 E. Front Avenue
Bismarck, ND 58504
Phone: 701-223-2500

Argus Leader Classifieds

Contact: Janet Pank
200 S. Minnesota
Sioux Falls, SD 57104
Phone: 605-367-7400

Duluth News Tribune

Contact: Classified Data Entry Person – Laura Raschke
LRaschke@jobshq.com
424 W 1st Street
Duluth, MN 55802
Phone: 218-723-5200
Fax: 218-720-4140

Star Tribune

Contact: Connie
425 Portland Avenue
Minneapolis, MN 55411
Phone: 612-673-4000
Fax: 612-673-7780

TV Technology

Contact: Caroline Freeland
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 703-998-7600 Ext. 153

Minnesota State Community & Technical College

Contact: Jennifer Labish

1900 28th Avenue South

Moorhead, MN 56560

Phone: 218-236-6277

Fax: 218-299-6584

<http://careers.minnesota.edu>

Minnesota Broadcasters Association

Contact: Webmaster

3033 Excelsior Blvd., Suite 301

Minneapolis, MN 55416

Phone: 612-926-8123

E-mail: jdubois@minnesotabroadcasters.com

North Dakota Broadcasters Association

Contact: Beth Helfrich

P.O. Box 3178

Bismarck, ND 58502

Phone: 701-258-1332

E-mail: bethh@ndba.org

Broadcast Engineering

Contact: Jennifer Shafer

Phone: 1-800-396-9939

Broadcasting & Cable

Contact: Yuki Atsumi

360 Park Avenue

New York, NY 10010

Phone: 646-746-6949

Job Service of North Dakota

Contact: Business Services – Brenda or Julie

1350 32nd Street SW

Fargo, ND 58103

Phone: 239-7300

www.jobsnd.com

NDSCS

Contact: Michelle, Career Services 701-671-2258

800 6th Street North

Wahpeton, ND 58076

Phone: 1-800-342-4325

ndscs.nodak.edu/currentstudents/careerservices/postjob/

Brown College

Contact: Carol

1440 Northland Drive

Mendota Heights, MN 55120

Phone: 651-905-3499

browncollege.optimalresume.com/employers/login.php

American Indian Center
Contact: Brenda Beaulieu
1530 E. Franklin Avenue
Minneapolis, MN 55404
Phone: 612-871-4555
Fax: 612-879-1795

Fond Du Lac College
Contact: Dennis Fall
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800
E-mail: switchboard@fdltcc.edu

Urban League
Contact: Lee Human
2000 Plymouth Avenue
Minneapolis, MN 55411
Phone: 612-302-5905

North Dakota State University
Contact: Karen Thoreson
kthoreson@ndsu.org
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-8464
Fax: 701-231-8756

University of North Dakota
Contact: Mark Thompson
markthompson@mail.und.nodak.edu
Grand Forks, ND 58201
Phone: 701-777-2011
Fax: 701-777-3904
E-mail: career_connect@und.nodak.edu

MN School of Business
Contact: Bridget Hoffman
bhoffman@msbcollege.edu
2777 34th St S
Moorhead, MN 56560
Phone: 218.422.1000
www.msbcollege.edu/employers/login.aspx?ReturnUrl=%2femployers%2fdefault.aspx

Minnesota State University Moorhead
Contact: Career Center
hval@mnstate.edu
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-477-2011
Mass Comm. Dept. 218-477-298

Concordia College
Contact: Renée
901 S. 8th Street
Moorhead, MN 56560
Phone: 218-299-4321
www.cord.edu/Offices/Career/employers1.php

Northland Community and Technical College
Thief River Falls
Contact: Dean Dalen
dean.dalen@northlandcollege.edu
218-683-8560
1101 Highway One E
Thief River Falls, MN 56701
Phone: 1-800-959-6282
Fax: 218-681-0774

East Grand Forks
Contact: Dean Dalen
dean.dalen@northlandcollege.edu
218-683-8560
2022 Central Ave NE
East Grand Forks, MN 56721
Phone: 1-800-451-3441
Fax: 218-773-4502

Medialine.com
Contact: Mark Shilstone
P.O. Box 51909
Pacific Grove, CA 93950
Phone: 1-800-237-8073

TVJobs.com
Contact: Mark Holloway
P.O. Box 4116
Oceanside, CA 92052
Phone: 760-754-8177

CareerBuilder.com
Contact: Webmaster
Phone: 866-438-1485

Rasmussen College
Randy Harwood
randy.harwood@rasmussen.edu
4012 19th Avenue SW
Fargo, ND 58103
Phone: (701) 277-3889

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2010 – December 1, 2011

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Traffic Assistant, January, 2011

Recruitment resources used included: Fargo Forum, JobsHQ.com, Inforum.com, TVJobs.com, North Dakota Broadcasters Association, Job Service of North Dakota, NDSU, UND, MSUM, MSCTC, Rasmussen, Minnesota School of Business, Concordia College. Seven people were interviewed. Five found it on Job Service and 2 from JobsHQ. Hiree came from JobsHQ.

TV News Reporter, January, 2011

Recruitment resources used included: TVJobs.com, Brown College, MSUM, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Northwestern University, Job Service ND. Two people were interviewed. Both found ad on TVJobs.com. Hiree came from TVJobs.com.

Weekend Sports Anchor/Weekday Sports Reporter-Photographer, February, 2011

Recruitment resources used included: TVJobs.com, Brown College, MSUM, Minnesota Broadcasters Association, Northwestern University, Job Service ND. Three people were interviewed. Two found the ad on TVJobs.com and one by word of mouth at Northwestern University. Hiree came from word of mouth.

TV News Photographer, June, 2011

Recruitment resources used included: Minnesota State Community & Technical College, Job Service ND, NDSCS, Brown College, NDSU, UND, Mn School of Business, MSUM, Concordia College, TVJobs.com. One person was interviewed. Found out by word of mouth. Hiree was word of mouth.

TV News Reporter-Photographer, September, 2011

Recruitment resources used included: Minnesota State Community & Technical College, Job Service ND, NDSCS, Brown College, NDSU, UND, Mn School of Business, MSUM, Concordia College, Northland Community & Technical College, TVJobs.com, ND Broadcasters, MN Broadcasters. Two people were interviewed. Both heard of job by word of mouth. Hiree was word of mouth.

TV Sports Director, September, 2011

Recruitment resources used included: The Forum, Grand Forks Herald, Bismarck Tribune, Argus Leader, Duluth News Tribune, Minnesota State Community & Technical College, Job Service ND, NDSCS, Brown College, NDSU, UND, Mn School of Business, MSUM, Concordia College, Northland Community & Technical College-East Grand Forks & Thief River Falls, TVJobs.com. nine people were interviewed. Six found ad on TVJobs.com. Three heard of job by word of mouth. Hiree was word of mouth.

TV News General Assignment Reporter, September, 2011

Recruitment resources used included: Minnesota State Community & Technical College, Job Service ND, NDSCS, Brown College, NDSU, UND, Mn School of Business, MSUM, Concordia College, Northland Community & Technical College-East Grand Forks & Thief River Falls, TVJobs.com, North Dakota Broadcasters, Minnesota Broadcasters. One person was interviewed. Found out by word of mouth. Hiree was word of mouth.

During the period of December 1, 2010-December 1, 2011 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2010-December 1, 2011

TVJobs.com; PO Box 4116; Oceanside, CA 92052	10
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Fargo Forum/JobsHQ.com; 101 5 th St N; Fargo, ND 58102	2
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Job Service; 1350 32 nd St SW; Fargo, ND 58103	5
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Word of Mouth	8
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December 1, 2010 – December 1, 2011

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in seven internship programs during the past year with Northwestern University and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed two part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TVs News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TVs Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

Recruitment Resources

The Forum

Contact: Classified Data Entry Person – Sheila Stastny 241-5491
sstastny@forumcomm.com
101 5th Street North
Fargo, ND 58102
Phone: 701-241-5500
Fax: 701-541-5478

Bismarck Tribune

Contact: Trina
707 E. Front Avenue
Bismarck, ND 58504
Phone: 701-223-2500

Grand Forks Herald

Contact: Classified Data Entry Person
375 2nd Avenue North
Grand Forks, ND 58201
Phone: 800-477-6572

Argus Leader Classifieds

Contact: Janet Pank
200 S. Minnesota
Sioux Falls, SD 57104
Phone: 605-367-7400

Duluth News Tribune

Contact: Classified Data Entry Person
424 W. 1st Street
Duluth, MN 55802
Phone: 218-723-5200
Fax: 218-720-4140

www.duluthsuperior.com/mld/duluthtribune/

Star Tribune

Contact: Connie
425 Portland Avenue
Minneapolis, MN 55411
Phone: 612-673-4000
Fax: 612-673-7780

www.startribune.com

TV Technology

Contact: Caroline Freeland
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 703-998-7600 Ext. 153

Minnesota State Community & Technical College

Contact: Jennifer Labish
1900 28th Avenue South
Moorhead, MN 56560
Phone: 218-236-6277
Fax: 218-299-6584
<http://careers.minnesota.edu>

user name: kvrr
password: kvrr1515

Minnesota Broadcasters Association

Contact: Webmaster
3033 Excelsior Blvd., Suite 301
Minneapolis, MN 55416
Phone: 612-926-8123
E-mail: jdubois@minnesotabroadcasters.com

members log in: member

North Dakota Broadcasters Association

Contact: Beth Helfrich
P.O. Box 3178
Bismarck, ND 58502
Phone: 701-258-1332
E-mail: bethh@ndba.org

user name: mwagner@kvrr.com
password: kvrr1515
www.bcs-ok.com

Broadcast Engineering

Contact: Jennifer Shafer
Phone: 1-800-396-9939

Broadcasting & Cable

Contact: Yuki Atsumi
360 Park Avenue
New York, NY 10010
Phone: 646-746-6949

www.broadcastingcable.com

Job Service of North Dakota

Contact: Business Services – Brenda or Julie
1350 32nd Street SW
Fargo, ND 58103
Phone: 239-7300
www.jobsnd.com

user name: kvrr
password: Kvrr1515
security question: schwinn

NDSCS

Contact: Michelle, Career Services 701-671-2258
800 6th Street North
Wahpeton, ND 58076
Phone: 1-800-342-4325
ndscs.nodak.edu/currentstudents/careerservices/postjob/

user name: mwagner@kvrr.com
password: kvrr1515

Brown College

Contact: Carol
1440 Northland Drive
Mendota Heights, MN 55120
Phone: 651-905-3499
browncollege.optimalresume.com/employers/login.php

email: mwagner@kvrr.com
password: kvrr1515

American Indian Center
Contact: Brenda Beaulieu
1530 E. Franklin Avenue
Minneapolis, MN 55404
Phone: 612-871-4555
Fax: 612-879-1795

Fond Du Lac College
Contact: Dennis Fall
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800
E-mail: switchboard@fdltcc.edu

Urban League
Contact: Lee Human
2000 Plymouth Avenue
Minneapolis, MN 55411
Phone: 612-302-5905

www.mul.org

North Dakota State University
Contact: Karen Thoreson
kthoreson@ndsu.org
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-8464
Fax: 701-231-8756

user name: mwagner@kvrr.com
password: kvrr1515
www.ndsu.nodak.edu/career_center/employers

University of North Dakota
Contact: Mark Thompson
markthompson@mail.und.nodak.edu
Grand Forks, ND 58201
Phone: 701-777-2011
Fax: 701-777-3904
E-mail: career_connect@und.nodak.edu

user name: kvrr
password: 1515
www.teamnd.org

MN School of Business
Contact: Bridget Hoffman
bhoffman@msbcollege.edu
2777 34th St S
Moorhead, MN 56560
Phone: 218.422.1000
www.msbcollege.edu/employers/login.aspx?ReturnUrl=%2femployers%2fdefault.aspx

user name: kvrrtv
password: kvrr1515

Minnesota State University Moorhead
Contact: Career Center
hval@mnstate.edu
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-477-2011
Mass Comm. Dept. 218-477-298

user name: kvrr1515
password: kvrr1515
www.myinterfase.com/moorhead/employer

Concordia College
Contact: Renée
901 S. 8th Street
Moorhead, MN 56560
Phone: 218-299-4321
www.cord.edu/Offices/Career/employers1.php

Northland Community and Technical College
Thief River Falls
Contact: Dean Dalen
dean.dalen@northlandcollege.edu
218-683-8560
1101 Highway One E
Thief River Falls, MN 56701
Phone: 1-800-959-6282
Fax: 218-681-0774

Medialine.com
Contact: Mark Shilstone
P.O. Box 51909
Pacific Grove, CA 93950
Phone: 1-800-237-8073

TVJobs.com
Contact: Mark Holloway
P.O. Box 4116
Oceanside, CA 92052
Phone: 760-754-8177

CareerBuilder.com
Contact: Webmaster
Phone: 866-438-1485

Rasmussen College
Randy Harwood
randy.harwood@rasmussen.edu
4012 19th Avenue SW
Fargo, ND 58103
Phone: (701) 277-3889

user name: mwagner@kvrr.com
password: kvrr1515

East Grand Forks
Contact: Dean Dalen
dean.dalen@northlandcollege.edu
218-683-8560
2022 Central Ave NE
East Grand Forks, MN 56721
Phone: 1-800-451-3441
Fax: 218-773-4502

account #: 15737091
user name: jimshaw
password: celts20
challenge question answer: kqds

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2009 – December 1, 2010

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Tape Librarian/Master Control Operator, April, 2010

Recruitment resources used included: Fargo Forum, Jobs HQ.com, Inforum.com, Minnesota State Community & Technical College, Job Service ND, NDSCS, Brown College, NDSU, UND, MSUM, Concordia College, Northland Community & Technical College-East Grand Forks & Thief River Falls. Six people were interviewed. Five found the ad in the Fargo Forum and one by word of mouth. Hiree came from Fargo Forum.

Tape Librarian/Master Control Operator, June, 2010

Recruitment resources used included: Fargo Forum, JobsHQ.com, Inforum.com, Minnesota State Community & Technical College, Job Service ND, NDSCS, Brown College, NDSU, UND, MSUM, Concordia College, Northland Community & Technical College-East Grand Forks & Thief River Falls. Six people were interviewed. Five found the ad in the Fargo Forum and one by word of mouth. Hiree came from Fargo Forum.

Tape Librarian/Master Control Operator, August, 2010

Recruitment resources used included: Fargo Forum, JobsHQ.com, Inforum.com, Minnesota State Community & Technical College, Job Service ND, NDSCS, Brown College, NDSU, UND, MSUM, Concordia College, Northland Community & Technical College-East Grand Forks & Thief River Falls. Seven people were interviewed. Six found the ad in the Fargo Forum and one from Job Service. Hiree came from Fargo Forum.

News & Sports Photographer/Reporter/Fill-in Sports Anchor, October, 2010

Recruitment resources used included: TVJobs.com, Brown College, Minnesota State University Moorhead, University of Nebraska, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Job Service of North Dakota. Three people were interviewed. Two found ad on TVJobs.com and one at University of Nebraska. Hiree came from University of Nebraska.

TV News Photographer, November, 2010

Recruitment resources used included: TVJobs.com, Brown College, Minnesota State University Moorhead, Minnesota Broadcasters Association, North Dakota Broadcasters Association, Job Service of North Dakota. Two people were interviewed. One found ad on TVJobs.com and one by word of mouth. Hiree was word of mouth.

During the period of December 1, 2009-December 1, 2010 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2009-December 1, 2010

TVJobs.com; PO Box 4116; Oceanside, CA 92052	3
University of Nebraska; 1800 N 33 rd St, Lincoln, NE 68503	1
Fargo Forum/JobsHQ.com; 101 5 th St N; Fargo, ND 58102	16
Job Service; 1350 32 nd St SW; Fargo, ND 58103	1
Word of Mouth	3

December 1, 2009-December 1, 2010

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in eight internship programs during the past year with Northwestern University, North Dakota State University, Valley City State University and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed two part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TV's News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TV's News Director invited a news journalism class to the station to participate in producing and helping with a live newscast. This gave the students a real hands on in terms of being actively involved in a real live news production from start to finish.

KVRR-TV's Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

Recruitment Resources

The Forum

Contact: Classified Data Entry Person – Sheila Stastny
sstastny@forumcomm.com
101 5th Street North
Fargo, ND 58102
Phone: 701-241-5500
Fax: 701-541-5478

Bismarck Tribune

Contact: Trina
707 E. Front Avenue
Bismarck, ND 58504
Phone: 701-223-2500

Grand Forks Herald

Contact: Classified Data Entry Person
375 2nd Avenue North
Grand Forks, ND 58201
Phone: 800-477-6572

Argus Leader Classifieds

Contact: Janet Pank
200 S. Minnesota
Sioux Falls, SD 57104
Phone: 605-367-7400

TV Technology

Contact: Caroline Freeland
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 703-998-7600 Ext. 153

Star Tribune

Contact: Connie
425 Portland Avenue
Minneapolis, MN 55411
Phone: 612-673-4000
Fax: 612-673-7780

www.startribune.com

Duluth News Tribune

Contact: Classified Data Entry Person
424 W. 1st Street
Duluth, MN 55802
Phone: 218-723-5200
Fax: 218-720-4140

www.duluthsuperior.com/mld/duluthtribune/

Minnesota State Community & Technical College

Contact: Jennifer Labish
1900 28th Avenue South
Moorhead, MN 56560
Phone: 218-236-6277
Fax: 218-299-6584
<http://careers.minnesota.edu>

user name: kvrr
password: kvrr1515

Minnesota Broadcasters Association

Contact: Webmaster
3033 Excelsior Blvd., Suite 301
Minneapolis, MN 55416
Phone: 612-926-8123
E-mail: jobbank@minnesotabroadcasters.com, jdubois@minnesotabroadcasters.com

North Dakota Broadcasters Association

Contact: Beth Helfrich
P.O. Box 3178
Bismarck, ND 58502
Phone: 701-258-1332
E-mail: bethh@ndba.org

user name: mwagner@kvrr.com
password: kvrr1515
www.bcs-ok.com

Broadcast Engineering

Contact: Jennifer Shafer
Phone: 1-800-396-9939

Broadcasting & Cable

Contact: Yuki Atsumi
360 Park Avenue
New York, NY 10010
Phone: 646-746-6949

www.broadcastingcable.com

Job Service of North Dakota

Contact: Business Services – Brenda or Julie
1350 32nd Street SW
Fargo, ND 58103
Phone: 239-7300
www.jobsnd.com

user name: kvrr
password: Kvrr1515
security question: Sells

NDSCS

Contact: Casey
800 6th Street North
Wahpeton, ND 58076
Phone: 1-800-342-4325
www.ndscs.nodak.edu

user name: kvrrtv
password: kvrr1515

Brown College

Contact: Carol
1440 Northland Drive
Mendota Heights, MN 55120
Phone: 651-905-3499
<https://browncollege.optimalresume.com/employers/login.php>

email: mwagner@kvrr.com
password: kvrr1515

American Indian Center
Contact: Brenda Beaulieu
1530 E. Franklin Avenue
Minneapolis, MN 55404
Phone: 612-871-4555
Fax: 612-879-1795

Fond Du Lac College
Contact: Dennis Fall
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800
E-mail: switchboard@fdltcc.edu

Urban League
Contact: Lee Human
2000 Plymouth Avenue
Minneapolis, MN 55411
Phone: 612-302-5905

www.mul.org

North Dakota State University
Contact: Karen Thoreson
kthoreson@ndsu.org
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-8464
Fax: 701-231-8756

user name: mwagner@kvrr.com
password: kvrr1515
www.ndsu.nodak.edu/career_center/employers

University of North Dakota
Contact: Mark Thompson
markthompson@mail.und.nodak.edu
Grand Forks, ND 58201
Phone: 701-777-2011
Fax: 701-777-3904
E-mail: career_connect@und.nodak.edu

user name: kvrr
password: 1515
www.teamnd.org

MN School Of Business
Contact: Marty Sackett
1401 W. 76th Street
Richfield, MN 55423
Phone: 612-861-2000
msackett@msbcollege.edu

user name:
password:
www.msbcollege.edu

Minnesota State University Moorhead
Contact: Career Center
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-477-2011, Mass Comm. Dept. 218-477-298
E-mail: hval@mnstate.edu

user name: kvrr1515
password: kvrr1515
www.myinterfase.com/moorhead/employer

Concordia College

Contact: Renée

901 S. 8th Street

Moorhead, MN 56560

Phone: 218-299-4321

www.career.cord.edu – complete Career Posting Form

user name: kvrrtv

password: kvrr1515

Northland Community and Technical College – East Grand Forks

2022 Central Ave NE

East Grand Forks, MN 56721

Phone: 1-800-451-3441

Fax: 218-773-4502

Northland Community and Technical College – Thief River Falls

Contact: Dean Dalen

dean.dalen@northlandcollege.edu

218-683-8560

1101 Highway One E

Thief River Falls, MN 56701

Phone: 1-800-959-6282

Fax: 218-681-0774

Medialine.com

Contact: Mark Shilstone

P.O. Box 51909

Pacific Grove, CA 93950

Phone: 1-800-237-8073

TVJobs.com

Contact: Mark Holloway

P.O. Box 4116

Oceanside, CA 92052

Phone: 760-754-8177

account #: 15737091

user name: jimshaw

password: celts20

challenge question answer: kqds

CareerBuilder.com

Contact: Webmaster

Phone: 866-438-1485

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2008-December 1, 2009

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Television News Reporter/Producer, December, 2008

Recruitment resources used included: TVJobs.com, NDSU, MSUM, MN State Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, UND, Northwestern University. Eight people were interviewed. Five responded from TVJobs.com and three were recruited from Northwestern University. Hiree came from Northwestern University.

Tape Librarian/Master Control Operator, June, 2009

Recruitment resources used included: Fargo Forum, Jobs HQ.com, Inforum.com, Midweek Eagle. Three people were interviewed. One found the ad in the Fargo Forum and two were word of mouth. Hiree came from word of mouth.

Receptionist/Office Assistant, June, 2009

Recruitment resources used included: Fargo Forum, Jobs HQ.com, Inforum.com, Midweek Eagle. Eleven people were interviewed. Eight found the ad in the Fargo Forum, one from an online advertisement, one from the MN CEP Office, and one through Job Services. Hiree came from Fargo Forum.

Tape Librarian/Master Control Operator, July, 2009

Recruitment resources used included: Fargo Forum, JobsHQ.com, Inforum.com, Midweek Eagle. Three people were interviewed. One found the ad in the Fargo Forum and two were word of mouth. Hiree came from word of mouth.

During the period of December 1, 2008-December 1, 2009 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2008-December 1, 2009

TVJobs.com; PO Box 4116; Oceanside, CA 92052	5
Northwestern University; 633 Clark St; Evanston, IL 60208	3
Fargo Forum/JobsHQ.com; 101 5 th St N; Fargo, ND 58102	11
MN CEP Office; 315 12th Street NE; Little Falls, MN, 56345	1
Job Service; 1350 32 nd St SW; Fargo, ND 58103	1
Word of Mouth	4

Recruitment Resources:

The Forum

Contact: Classified Data Entry Person

101 5th Street North

Fargo, ND 58102

Phone: 701-241-5500

Fax: 701-541-5478

Bismarck Tribune

Contact: Trina

707 E. Front Avenue

Bismarck, ND 58504

Phone: 701-223-2500

Grand Forks Herald

Contact: Classified Data Entry Person

375 2nd Avenue North

Grand Forks, ND 58201

Phone: 800-477-6572

Argus Leader Classifieds

Contact: Janet Pank

200 S. Minnesota

Sioux Falls, SD 57104

Phone: 605-367-7400

TV Technology

Contact: Caroline Freeland

5827 Columbia Pike, 3rd Floor

Falls Church, VA 22041

Phone: 703-998-7600 Ext. 153

Star Tribune

Contact: Connie

425 Portland Avenue

Minneapolis, MN 55411

Phone: 612-673-4000

Fax: 612-673-7780

www.startribune.com

Duluth News Tribune

Contact: Classified Data Entry Person

424 W. 1st Street

Duluth, MN 55802

Phone: 218-723-5200

Fax: 218-720-4140

www.duluthsuperior.com/mld/duluthtribune/

Minnesota State Community & Technical College

Contact: Jennifer Labish

1900 28th Avenue South

Moorhead, MN 56560

Phone: 218-236-6277

Fax: 218-299-6584

E-mail: mhd-placement@minnesota.edu

<http://careers.minnesota.edu>

Minnesota Broadcasters Association

Contact: Webmaster

3033 Excelsior Blvd., Suite 301

Minneapolis, MN 55416

Phone: 612-926-8123

E-mail: jobbank@minnesotabroadcasters.com, jdubois@minnesotabroadcasters.com

North Dakota Broadcasters Association

Contact: Beth Helfrich

P.O. Box 3178

Bismarck, ND 58502

Phone: 701-258-1332

E-mail: bethh@ndba.org

www.bcs-ok.com

Broadcast Engineering

Contact: Jennifer Shafer

Phone: 1-800-396-9939

Broadcasting & Cable

Contact: Yuki Atsumi

360 Park Avenue

New York, NY 10010

Phone: 646-746-6949

www.broadcastingcable.com

Job Service Of North Dakota

Contact: Deanne

1350 32nd Street SW

Fargo, ND 58103

Phone: 239-7300

Email: dbuckhou@state.nd.us

www.jobsnd.com

NSDCS

Contact: Keith Borchert

800 6th Street North

Wahpeton, ND 58076

Phone: 1-800-342-4325

www.ndscs.nodak.edu

Brown College
Contact: Carol
1440 Northland Drive
Mendota Heights, MN 55120
Phone: 651-905-3465
E-mail: jsoule@browncollege.edu

American Indian Center
Contact: Brenda Beaulieu
1530 E. Franklin Avenue
Minneapolis, MN 55404
Phone: 612-871-4555
Fax: 612-879-1795

Fond Du Lac College
Contact: Dennis Fall
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800
E-mail: switchboard@fdltcc.edu

Urban League
Contact: Lee Human
2000 Plymouth Avenue
Minneapolis, MN 55411
Phone: 612-302-5905

www.mul.org

North Dakota State University
Contact: Gail
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-7111
Fax: 701-231-8756

www.ndsu.nodak.edu/career_center/employers

University Of North Dakota
Contact: Administration
Grand Forks, ND 58201
Phone: 701-777-2011
Fax: 701-777-3904
E-mail: career_connect@und.nodak.edu

www.teamnd.org

MN School Of Business
Contact: Marty Sackett
1401 W. 76th Street
Richfield, MN 55423
Phone: 612-861-2000
msackett@msbcollege.edu

www.msbcollege.edu

Minnesota State University Moorhead

Contact: Career Center

1104 7th Avenue South

Moorhead, MN 56560

Phone: 218-477-2011, Mass Comm. Dept. 218-477-298

E-mail: hval@mnstate.edu

www.myinterfase.com/moorhead/employer

Concordia College

Contact: Career Center

901 S. 8th Street

Moorhead, MN 56560

Phone: 218-299-4321

www.cord.edu - complete Career Posting Form

Northland Community and Technical College

East Grand Forks

2022 Central Ave NE

East Grand Forks, MN 56721

Phone: 1-800-451-3441

Fax: 218-773-4502

Northland Community and Technical College

Thief River Falls

1101 Highway One E

Thief River Falls, MN 56701

Phone: 1-800-959-6282

Fax: 218-681-0774

Medialine.com

Contact: Mark Shilstone

P.O. Box 51909

Pacific Grove, CA 93950

Phone: 1-800-237-8073

TVJobs.com

Contact: Mark Holloway

P.O. Box 4116

Oceanside, CA 92052

Phone: 760-754-8177

CareerBuilder.com

Contact: Webmaster

Phone: 866-438-1485

December 1, 2008-December 1, 2009

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in three internship programs during the past year with Northwestern University and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

KVRR does various training within departments throughout our company group ownership. Department heads are asked to travel to various locations to help in the training and practices implemented with the group ownership. A mentoring program is explained during the hiring process to encourage individuals to gain knowledge of the group ownership for the possibility of future promotions with the company group.

KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed two part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TV's News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TV's News Director invited a news journalism class to the station to participate in producing and helping with a live newscast. This gave the students a real hands on in terms of being actively involved in a real live news production from start to finish.

KVRR-TV's Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2007-December 1, 2008

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Weekday Television News Anchor/Producer, December, 2007

Recruitment resources used included: TVJobs.com, NDSU, MSUM, MN State Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, ND Job Service, Minnesota School of Business, Concordia College, UND. Four people were interviewed. All found out by word of mouth.

Weekend Sports Anchor/Weekday Sports Reporter, December, 2007

Recruitment resources used included: TVJobs.com, NDSU, MSUM, MN State Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, ND Job Service, Minnesota School of Business, Concordia College, UND. Three people were interviewed. Two found out by word of mouth and one from within.

Broadcast Engineer, January, 2008

Recruitment resources used included: Fargo Forum, Grand Forks Herald, Minneapolis Star Tribune, Argus Leader, Duluth News Tribune, TVJobs.com. One person was interviewed. Was referred by a friend who saw ad in the Fargo Forum.

Television News Reporter/Producer, March, 2008

Recruitment resources used included: TVJobs.com, NDSU, MSUM, MN State Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, ND Job Service, Minnesota School of Business, Concordia College, UND. Two people were interviewed. Both responded from TVJobs.com.

News Reporter, July, 2008

Recruitment resources used included: TVJobs.com, UND, MSUM, NDSU, Northwestern University, Minnesota Broadcasters Association, North Dakota Broadcasters Association, ND Job Service, Minnesota State Community and Technical College. Two people were interviewed. One responded from Northwestern University and the other from TVJobs.com.

Weekend Sports Anchor/Weekday Sports Reporter, July, 2008

Recruitment resources used included: TVJobs.com, NDSU, MSUM, MN State Community & Technical College, Minnesota Broadcasters Association, North Dakota Broadcasters Association, ND Job Service, Minnesota School of Business, Concordia College, UND. Three people were interviewed. Two responded from TVJobs.com and one from within.

Traffic Assistant, August, 2008

Recruitment resources used included: Fargo Forum, TVJobs.com, North Dakota Broadcasters Association, ND Job Service, NDSU, MSCTC, UND, MSUM, Aakers, Minnesota School of Business, TeamND, Concordia College. Seven people were interviewed. All found the ad in the Fargo Forum.

Tape Librarian/Master Control Operator, August, 2008

Recruitment resources used included: North Dakota Broadcasters Association, ND Job Service, NDSU, MSCTC, UND, MSUM, Aakers, Minnesota School of Business, TeamND, Concordia College, Fargo Forum, TVJobs.com. Seven people were interviewed. All found the ad in the Fargo Forum.

Tape Librarian/Master Control Operator, October, 2008

Recruitment resources used included: North Dakota Broadcasters Association, ND Job Service, NDSU, MSCTC, UND, MSUM, Aakers, Minnesota School of Business, TeamND, Concordia College, Fargo Forum, TVJobs.com. Two people were interviewed. Both found the ad in the Fargo Forum.

During the period of December 1, 2007-December 1, 2008 no single recruitment resource has asked that we post our job openings with them.

December 1, 2007-December 1, 2008

Station Outreach Initiatives:

Undergraduate Internships:

KVRR has participated in six internship programs during the past year with Northwestern University and Minnesota State University Moorhead. These college students are enrolled in communication and journalism college programs. Students who participate, work at the station anywhere from 10 to 30 hours per week. Students participate in the stations newsroom operation including shadowing anchors and reporters, writing, editing and producing news stories. They receive complete knowledge in the operation of newsroom equipment such as cameras, editing machines, audio boards, teleprompters, newsroom computer system, and other such equipment. All students are evaluated at the conclusion of the program and evaluations are submitted to the college attended.

Employee Training:

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KVRR also recruits and employs college students during the winter and summer college breaks. KVRR encourages all part time employees to shadow other fellow department heads and employees in other areas of the building. KVRR employed two part time individuals this past school year for extra hours needed during summer vacations and holiday breaks.

KVRR-TV's News Director teaches mass communications and journalism at Minnesota State University Moorhead every week during the year. At such time he does heavy recruitment for the station for all part time employees to work in the newsroom.

KVRR-TV's Sales Manager teaches a mass communications course relating to sales at Minnesota State University Moorhead. During those class sessions he recruits individuals for the sales, traffic, and news departments.

KVRR-TV had four students from the University of North Dakota shadow for one day in February, 2008 and two students shadow for one day from Hawley, Minnesota High School in November, 2008.

Management Training:

All managers and department heads at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials updating their files in which to better educate their department heads and various individuals within the company. Teleconferences are held for individual questions regarding these issues.